

Supplier Code of Conduct

Purpose

The purpose of this Supplier Code of Conduct is to clearly articulate Wilson Security's expectations and requirements for all Suppliers with regard to business integrity, health and safety, environmental, labour, human rights and modern slavery.

Our Commitment

Wilson Security is committed to conducting business with integrity and operating in a safe and sustainable manner and seeks to engage in business with Suppliers that share the same principles and values.

Wilson Security requires its Suppliers to comply with all applicable laws and, in all cases, to meet the standards and principles set out below. Compliance with such laws, standards and principles is a material consideration for us in assessing every aspect of our Supplier relationships.

Ethical Supply and Sourcing

Suppliers of goods and services to Wilson Security are evaluated to ensure they are sourced in a responsible, sustainable and socially responsible way, that the workers involved in making the goods or supplying the service are safe and treated fairly and that environmental and social impacts are taken into consideration during the procurement process.

Business Integrity

Integrity is the cornerstone of good corporate governance. We expect that Suppliers to Wilson Security will:

- Comply with all applicable laws and regulations including but not limited to anti-bribery, anti-corruption, money laundering, modern slavery and competition and consumer law.
- Conduct business in a professional, fair, ethical and honest manner
- Not remunerate their staff by providing cash payments
- Not offer any gifts, entertainment, hospitality, inducements or benefits which may influence, or could be seen to influence, Wilson Security employees, contractors or fellow suppliers.
- Not offer, promise, pay, authorise, accept or request bribes of any form (including facilitation payments and commissions)
- Disclose any actual or potential conflicts of interest and not engage in any collusive or anti-competitive behaviour when responding to requests or quotation for tender.
- Have a system or process where workers are able to report workplace violations, misconduct or grievances without fear of retaliation.
- Ensure that rights in connection with freedom of association and collective bargaining are respected
- Take all reasonable measures to ensure that information provided by Wilson Security is kept confidential; and that no document or information is released to any other party without prior approval from Wilson Security.



This code of conduct does not supersede or alter the supplier's regulatory and contractual obligations.

Health and Safety

Wilson Security is committed to protecting the health, safety and wellbeing of its employees, contractors and visitors in the workplace, when carrying out its activities and undertakings.

Wilson Security requires that its Suppliers strictly adhere to all relevant Australian health and safety and workplace laws and strive to create a safe working environment for their employees and anyone else affected by their operations.

We expect that Suppliers to Wilson Security will:

- Comply with all applicable health and safety laws, regulations and legislation
- Commit to maintain a healthy and safe workplace which aims to eliminate workplace injuries and illness
- Provide their workforce with appropriate personal protective equipment and appropriate health and safety training

Environment and Sustainability

We recognise our responsibility to the community to protect and enhance the environment in which we operate and expect our Suppliers:

- Comply with all applicable environmental laws, regulations and legislation
- Seek ways to minimise the adverse environmental impacts of their operations, products and services through:
 - Efficient use of raw materials, energy and water
 - Minimise the generation of waste through re-use and recycling of materials
 - Minimise greenhouse gas emissions
 - Manage and protect biodiversity
- When requested, provide relevant information as an input into Wilson Security's sustainability reporting.

Human Rights and Modern Slavery

Wilson Security is firmly committed to the international principles that underpin human rights and modern slavery, particularly in the areas of employment, industrial relations, anti-corruption and environment and prohibits modern slavery in its operations and supply chain.

We require that suppliers to Wilson Security will:

- Adhere to Wilson Security's Human Rights Policy
- Conduct business in a manner that upholds and respects human rights and complies with all applicable laws, regulations and legislation.
- Develop and maintain a fair, diverse and inclusive workforce that does not discriminate against any employee on the bases of, but not limited to, gender, nationality, race, ethnicity, sexual orientation, marital status, age, physical appearance, religion, political affiliation or union membership
- Ensure fair remuneration and working conditions for their workforce
- Prohibit any form of modern slavery as defined in the Modern Slavery Act 2018. This includes situations where one person has taken away another person's freedom so that they can be exploited; and may include human trafficking, slavery, servitude, forced labour, debt bondage, child labour, deceptive recruiting for labour or services, and forced marriage.



Breaches of this Supplier Code of Conduct

Suppliers must comply with this Supplier Code of Conduct at all times, monitor their compliance, notify Wilson Security of any breaches identified and take reasonable steps to address, remedy and prevent reoccurrence of any breach of the Supplier Code of Conduct principles.

Wilson Security reserves the right to undertake due diligence, audits and/or risk assessments to verify compliance with this Supplier Code of Conduct and it expects its Suppliers to cooperate and provide supporting evidence as it may reasonably require to monitor and review their compliance.

Breaches of this Supplier Code of Conduct should be reported in accordance with our Consumer Feedback Handling and Complaints Procedure via the website www.wilsonsecurity.com.au or in line with the Wilson Group Speak Up Policy via our external, independent reporting service wilsongroupsspeakup@deloitte.com.au.

This document should be read in conjunction with:

- Wilson Group Speak Up Policy
- Wilson Group Code of Conduct Policy
- Wilson Group Conflict of Interest Policy and Declaration Procedure
- Wilson Group Discrimination, Harassment and Bullying Policy
- Wilson Security Competition and Consumer Law Compliance Policy
- Wilson Security Human Rights Policy
- Wilson Security Environment Policy
- Wilson Security Quality Policy
- Wilson Security WHS Policy

A handwritten signature in black ink, appearing to read 'Nick Frangoulis'.

Nick Frangoulis
Chief Executive Officer

24 March 2023